

• October 2009 •

NURSING FOCUS

Official Publication of the Indiana State Board of Nursing

Indiana State Board of Nursing Monthly Meetings: *Conducting the Board's Business*



Renewal Questions

On the Cover: Pamela Hunt,
Chief Nursing Officer/Vice President
of Patient Care Services
Howard Regional Health System
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Indiana State Board of Nursing Professional Staff: From left to right – Sean Gorman, Katrina Simmons, Stacie Barclay, Janet Cassidy, Joyce Krawczyk, Lisa Chapman, Linda Stephenson, and Jodi Pisula.



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Frances L. Kelly
Executive Director

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MESSAGE FROM THE EXECUTIVE DIRECTOR

Sean Gorman, *Director of the Indiana State Board of Nursing*

Dear Indiana Nursing Professional:



I hope this issue of Nursing Focus finds you well as we continue through 2009 – this year has certainly seemed to speed by so far! In preparing for this issue, I thought long and hard about what kind of information nursing professionals might find interesting about the business of licensing nurses.

Every now and then I am invited to speak at a nursing program's ethics course to share information about the Board with students preparing to come into the profession. These presentations are something I enjoy, as the opportunity to interact with future licensees allows me to address questions before they arise. My experiences talking with students served as the inspiration for the two major pieces in this issue of Nursing Focus:

First, I think it might be helpful and interesting for you all to learn how our Nursing Board is structured and how we conduct the business of licensing, setting standards, and disciplining licensed individuals. Most of you will only think about the Board's role in the profession once every two years as you submit your renewal application and pay that license renewal fee, so it might be interesting for you to learn a little bit more about the regulation of your profession in the State of Indiana.

Second, it's been a long-standing desire to offer up some answers to frequently asked questions. These questions come both from inquiries presented by new licensees as well as from nurses in the profession for 20 or 30 years. The FAQs presented in this issue of Nursing Focus are not an exhaustive list by any means; you can check our website at www.in.gov/pla/nursing.htm for additional, up-to-date information.

I hope that you find the info we pass along useful. If you have further questions about licensure in Indiana, or if we can be of any assistance in regards to your practice as a nurse professional, please feel free to contact the Indiana State Board of Nursing at pla2@pla.in.gov or 317 234-2043.

Yours truly,



Sean Gorman
Director, Indiana State Board of Nursing

Nursing Board Members

The Indiana State Board of Nursing is the governor-appointed body devoted to advancing and safeguarding the nursing profession in the state of Indiana. Their main duties involve setting standards and accrediting nurse education programs preparing individuals for licensure, licensing individuals prepared and competent to practice nursing, and disciplining licensees found to have violated nursing regulations.

The Board meets on the third Thursday of each month in the auditorium of the Indiana Government Center South, in Indianapolis, Indiana. Board members conduct business that includes discussing issues of interest to the nursing profession, reviewing applications for licensure, reviewing accreditation requests made by nurse education programs, and conducting disciplinary hearings. The monthly meetings begin at 8:30 a.m. local time and are always open to the public; all interested individuals are encouraged to attend.

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Indiana State Board of Nursing Monthly Meetings:

Conducting the Board's Business

The Indiana State Board of Nursing is comprised of nine governor appointed Board members. There are two LPNs, six RNs, and one consumer member who is otherwise not affiliated with the nursing profession in any way. Our Board Members include faculty from nursing programs, a clinical nurse specialist with prescriptive authorization, and a CRNA. The third Thursday of every month, they take time out of their busy schedules to come to Indianapolis from practices throughout the state. Agendas for upcoming meetings are available approximately one week prior and are posted on the Board's web site at www.in.gov/pla/nursing.htm. The meetings take place in the auditorium of the Government Center South and begin at 8:30 a.m. - the meetings last until all business is taken care of, which can mean well into the late night hours!

If you plan on attending a Board meeting, please be aware that although the seating capacity for the meeting room is 370, it will often fill prior to the meeting start time, particularly when large numbers of nursing students visit as part of a nursing class. Your best bet for getting a good seat at the meeting is to arrive at least 15-20 minutes early.

Meeting Participants

In addition to those applicants, education representatives, and licensees scheduled for appearances at the meeting, there are other individuals involved. Seated at the table with the Board members are the Board's legal counsel, the Board's director, assistant director, and litigation specialist. A court reporter is on hand to record all disciplinary hearings for the record. In administrative hearings regarding a nurse's license, the state of Indiana is represented by attorneys from the Consumer Protection Division of the state's Attorney General's office.

Administrative Matters

The meetings begin with a call to order by the hearing officer and the establishment of a quorum. The Board president usually serves as the hearing

officer. A majority of board members are required to be present in order to conduct official business. After establishing the quorum, the Board completes most of the routine housekeeping tasks. This will include the review and approval of the meeting agenda and any last minute changes to it, as well as the review and approval of the meeting minutes from the previous month.

ISNAP Report

Following the agenda setting and minutes approval, the Board schedules a report from representatives of the Indiana State Nurses Assistance Program (ISNAP). ISNAP is the Board's impairment monitoring and treatment program for nurses. ISNAP staff will discuss the program's activities for the previous month and will address the audience with a brief overview of the program.

Nurse Education

After the ISNAP report, the Board reviews any nursing education matters. The Board has primary jurisdiction over all nursing education programs located in Indiana preparing students for initial licensure as either an LPN or an RN. Newly proposed nursing programs and existing programs with proposed changes are discussed at this time. Many of the matters, such as changes in the program's administration, are simply treated as announcements. New programs and all matters involving curriculum facilities, or program structure changes require Board approval.

Board Director's Report

The Board director

reports the licensing activities from the previous month to the Board. Often the director's report will ask for Board discussion and perhaps even a vote on a particular issue.

Personal Appearances

A personal appearance is a scheduled personal interview for some license applicants - these are conducted when the Board wishes to speak directly with an applicant for both new and renewed licenses. Typically, a personal appearance is required prior to licensure if there are questions about past practice issues, criminal convictions, substance abuse, or disciplinary actions against other licenses or in their scope of employment as a health care professional. The personal appearances are usually conducted in a separate room with a Board member conducting the interviews and coming up with a recommendation for the entire Board to vote on at the conclusion of the full meeting. The applicant is informed of the pending recommendation and is

continued on page 8 >>>



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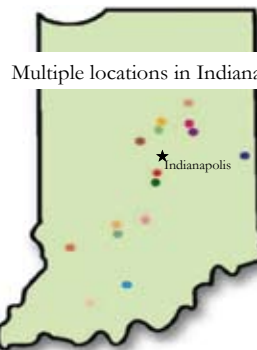
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continued from page 6 >>>

informed that they can attend the entirety of the Board meeting to learn the full Board's vote at the end of the meeting or they can contact the Nursing Board the next day to verify that the Board accepted the recommendation. In making recommendations on these license applications as a result of the personal appearance, the Board is limited to only a few options: The application could be approved, tabled, approved with agreed upon conditions (probationary status), or denied.

Administrative Hearings

The Board spends most of its time at the monthly meetings conducting Administrative Hearings regarding nurses' licenses. Most of the hearings that are scheduled are the result of a formal complaint filed by the attorney general's office on behalf of the State of Indiana against a nurse's license. If the nurse appears as scheduled, the hearing will take place and a decision made by the Board at the conclusion of the hearing.

Sometimes the state and the nurse enter into a settlement agreement which would be presented to the Board for approval. If approved by the Board, the settlement agreement is adopted as the final disposition on the matter. If not approved, the Board will go forward with the disciplinary hearing or have it rescheduled for a future date.

The Board may initiate a hearing against a nurse's license that has been previously disciplined. If a nurse has a probationary license with terms and conditions, and the Board learns that the nurse has failed to meet those terms and conditions, the Board issues an Order to Show Cause, scheduling a hearing to consider further sanctions against the nurse for noncompliance with the probationary order. The nurse will have an opportunity at that hearing to produce evidence that he/she has complied with the terms and conditions of that probationary license.

All nurses licensed in the state are required by statute to maintain their current address with the Board, and official notice of any complaints and scheduled hearings are mailed via certified mail to that address of record. When a nurse fails to attend a scheduled disciplinary hearing, for whatever reason, the Board can vote to

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All nurses licensed in the state are required by statute to maintain their current address with the Board, and official notice of any complaints and scheduled hearings are mailed via certified mail to that address of record.

issue a default notice. The Board may also place the nurse's license on an emergency suspension status at the same time. If the Board votes to issue a default notice, it may hold a hearing at a future meeting without the opportunity for the nurse's participation to resolve the complaint.

Finally, the Board conducts hearings in regards to requests by licensees to reinstate suspended licenses or to withdraw the probationary status from a license. On a petition to reinstate or to withdraw probation, the burden is on the licensee to prove that they have done whatever was required to satisfy the terms and conditions outlined in the Orders placing the sanction against the nursing license.

Conclusion

Once all of the administrative hearings are complete, the Board conducts any default hearings and finishes up any other loose ends from the meeting, and then the meeting is adjourned and another month's worth of work issuing final orders, updating files, and issuing licenses resumes.



Lorie A. Brown, R.N., M.N., J.D.

"ASK A NURSE ATTORNEY"

Nurses, welcome to "Ask a Nurse Attorney." This section is designed for licensed nurses to ask questions to a nurse attorney. If you have a question that you would like to have answered, please feel free to e-mail Lorie@brownlaw1.com. If your question is selected, it will appear in the upcoming issues of Nursing Focus.

I am a registered nurse, and my license is coming up for renewal before October 31, 2009. Question 3 asks:

"Since you last renewed, have you been convicted of or pled guilty to a violation of a federal or state law or are criminal charges pending?"

I am on diversion for a DUI, but my conviction will be overturned if I do not have a problem before September 31, 2009. Can I wait until October 2009 and answer the question with a "no?"

Diversion RN

Dear Diversion RN:

The question specifically asks if you have pled guilty, which you had to do to obtain diversion. So the answer is that you must answer "yes." When you answer "yes," **you must provide a detailed statement** regarding the circumstances surrounding your "yes" response to the Indiana State Board of Nursing at pla2@pla.in.gov. (Please type "POSITIVE RESPONSE" in the subject line of your e-mail). Statements may also be mailed to:

Indiana Professional Licensing Agency, Attn: Nursing Board
402 W. Washington St. Room W072
Indianapolis, IN 46204

The board is looking for the circumstances surrounding your DUI to determine if you are impaired. They may ask for you to make a personal appearance before the board to explain the facts and circumstances surrounding the DUI so they can be assured you are safe to practice nursing. To be proactive, you may want to obtain an evaluation by ISNAP, the Indiana State Nurses Assistance Program, to show you are not impaired and include it with your renewal. This will be helpful evidence to the Board in favor of them issuing your license. If you are impaired, the best thing you can do is get the help you need. If you contact ISNAP and are actively working the program, the Board is likely to issue your license. ISNAP can be reached at (800) 638-6623.

If you answer "no" and the board finds out, it is a serious offense and the Board is likely to take action against your license. Honesty is the best policy. When in doubt, answer "yes" and provide your explanation.

Lorie A. Brown, RN, MN, JD

Lorie A. Brown, R.N., M.N., J.D., of Brown Law Office, Indianapolis, Indiana, (317) 465-1065, is a practicing nurse-attorney who represents nurses for licensing issues before the Board and for contracting matters. The views expressed in this column are those of the author. www.brownlaw1.com

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Frequently Asked Questions posed to the Indiana State Board of Nursing

Renewal Questions

It is renewal time for the approximately 92,000 registered nurses in the state of Indiana, so some of these questions are specific to license renewal issues. Others, however, are questions that we answer on a daily basis regardless of the renewal cycle. These questions and more will be updated and added to as appropriate at the Nursing Board's web site (www.in.gov/pla/nursing.htm).

I just renewed my license. Where is my pocket card?

No new pocket cards are being issued automatically upon license renewal. The last pocket card that was issued was considered to be a permanent pocket card, and contained no expiration date. Instead of an expiration date, it directs individuals to verify the current status of the license online. Online verification of licensure is free, easy, and absolutely the most up to date source of information regarding a nurse's license status. Replacement pocket license cards are available for purchase online; they are available with an expiration date if you so specify.

When will I receive conformation after I have renewed my license?

There is no confirmation that will be automatically generated. You may search and verify your license online anytime at <https://extranet.in.gov/WebLookup/> - it is updated within hours after your renewal has been processed online and will reflect the updated expiration date for your license.

I just renewed my license online but it still shows a 2009 expiration date when I verify online. Why isn't it updated?

If you answered "yes" to any of the renewal questions, your renewal was processed but is not yet complete. You are required to submit to the Board a written statement outlining the circumstances of that "yes" response. The Board reviews each of these statements and will make

a decision as to whether to renew the license or to investigate further, including calling you in for a personal appearance before the Board. The Board will contact you if further information or a personal appearance is required; otherwise, your license will be renewed after review.

Why is the Board encouraging online license renewal? Why does renewing my nursing license online cost more?

Online renewal is fast, convenient and easy and cuts down on the amount of time spent by Board's staff processing renewal applications. This makes the Board staff more accessible and timely in processing routine applications and answering questions. The \$50 renewal fee is set by law. All renewal fees are paid directly to the State of Indiana's general fund, with the exception of a percentage that goes to pay for ISNAP. Unfortunately, the credit card processing fee associated with the online renewal is not a cost the Indiana Professional Licensing Agency is able to bear under its current budget. While the Board highly encourages nurses to take advantage of the convenience of the online renewal system, anyone is welcome to renew by providing the completed renewal application along with the \$50 renewal fee by mail or personal delivery to the IPLA.

I tried to renew online but am having trouble. Why can't I log in?

Your login is your primary license number (RN or LPN). Make sure you include the letter "A" at the end of your license number. Your password is set to your social security number without dashes. If you still have trouble, please contact the Nursing Board staff at (317) 234-2043 or via email at renewal@pla.in.gov and we will be happy to assist you.

My name has changed. What does the Board need to update my license records?

In order to process a name change

request, the Board requires a copy of an official name change document, such as a marriage certificate or divorce decree. If you haven't notified the Board prior to the renewal cycle for your license, you have the option of renewing online under your former name and submitting the name change documentation to the Board separately.

My address has changed. What does the Board need to update my address?

You can send in an email to pla2@pla.in.gov, you can submit in a letter via regular mail to the IPLA, you can call us at (317) 234-1990 during our normal business hours, or you can update your address at anytime at our online license service (<https://extranet.in.gov/mylicense>).

I want to keep my license but am no longer working as a nurse. Can my license be placed on an inactive status?

There is no inactive status for Indiana nursing licenses. Your license is either active or it is expired. Nurses should be aware that if you allow your license to expire, and then you later apply to renew that license, you may be required to demonstrate continued competence to practice prior to license renewal.

Is Indiana going to join the Nurse Licensure Compact?

The Nurse Licensure Compact is an interstate agreement between states to recognize a nurse's license in one state as privileging that nurse to practice in the other NLC states (and is still subject to individual state laws and discipline in each state). Under the NLC, a nurse is only licensed in the state of primary residence. In order to join the NLC, the state must enact enabling legislation into law. In Indiana, the possibility of joining the NLC has been discussed and considered, but we have as of yet to enact the enabling legislation required for membership.

Disciplinary Actions

Indefinite Suspension—Indefinitely prohibited from practicing for a specified minimum period of time.

Indefinite Probation—License is placed on probation for a specified minimum period of time with terms and conditions.

Renewal Denied—The nurse's license will not be renewed, therefore, she/he does not have a license to practice in Indiana.

Summary Suspension—Immediate threat to the public health and safety should they be allowed to continue to practice. Issued for a period of ninety (90) days but can be renewed with Board approval.

Letter of Reprimand—Letter issued by the Board to the nurse indicating that what she/he did was wrong.

Revoked—An individual whose license has been revoked may not apply for a new license until seven (7) years after the date of revocation.

CEUs—Continuing Education Credits

Fine—Disciplinary fee imposed by the Board.

Censure—A verbal reprimand given by the Board.

May 21, 2009 Board Meeting

NAME	License #	Board Action Taken
Ari Carl Davis	27047719A	Continued
Lexie Anita Birt	27048156A	\$750.00 fine 24 CEUs
Charles Woodson	28126400A	Continued
Hilda Kay Bailey	28166773A	Indefinite Probation
Shannon Plankenhorn	28132129A	Notice of Proposed Default
Cynthia Doty	28130589A	Continued
Nanette Eichenberger	27039667A	Continued
Teresa Camden-George	28088424A	\$250.00 fine
David Loeffler	27059378A	Continued
Cynthia Moon	28100314A	\$250.00 fine LOR 24 CEUs
Rodney Fehr	28124539A	\$250.0 fine
Nancy Gappa	28047436A	Indefinite Suspension for 90 days \$500.00 fine 24 CEUs LOR
Patricia Pride	27025098A	Continued
Patricia Wilkins	27021396A	\$250.00 fine 6 CEUs
David Mulholland	28138814A	Notice of Proposed Default
Tracey Henderson Mitchell	28169338A	Indefinite Probation
Jennifer Lynn Townsend-May	28162240A	Notice of Proposed Default
Gloria Marlowe	27047787A	Continued
William Drees	27038696A	Voluntary Revocation
Tara Lee Ryan	28161832A	Continued
Tonja Kay Cottingham	27041013A	Continued
Felicia Maria Pauley	27052747A	Continued
Charlotte Strickland	28121811A	Continued
Dawn Jenevie Mere-Ortiz	27053715A	\$250.00 fine
Donald Gene Maller	28087039A	Notice of Proposed Default
Joyce Howell	28131650, 71000958A	\$500.00 fine 18 CEUs LOR
Philip Murdock	28090342A	Indefinite Probation
Bethuel Tanui Mutai	28166097A	Suspension removed active license
Patricia Mathews	28115716A	Continued
Jennifer Sue Manor Davison	27053741A	Indefinite Probation \$500.00 fine 15 CEUs
Mary Beth Hoffer	28151545A	Continued on Indefinite Suspension
Julie Anderson	28142547A	Rescheduled
Shannon Kirk	27053600A	Indefinite Probation \$250.00 fine
Gina Weisenteiner	28125634A	Indefinite Suspension \$500.00 fine
Jennifer Buchta	281494569A	Indefinite Probation
Shelley Wilborn	28153694A	Indefinite Probation
Kathryn McDowell	28124217A	Indefinite Suspension \$750.00 fine
Tanya Jo Marlow	27037593A	Notice of Proposed Default
Kelly Jo Williams	28110608A	Indefinite Suspension \$750.00 fine ion \$250.00 fine
Carrie Williams	27048067A	Indefinite Probation \$500.00 fine
Kimberly Smallwood	27038942A	Notice of Proposed Default
Carla Carnahan	28092752A	\$250.00 fine
Renee Taulbee	28130031A	Indefinite Probation \$250.00 fine 26 CEUs
Jane Walters	28077617A	Indefinite Probation \$500.00 fine
Janet Faye Smith	28097541A	Canceled
Tondra Jo Nagle	27051176A	\$250.00 fine 18 CEUs
Kristie Boller	27050420A	Indefinite Suspension \$750.00 fine \$250.00 fine 20 CEUs
Kimberly Emery	27038710A	Indefinite Probation \$750.00 fine
Valerie Brambert	27057693A	Indefinite Probation \$250.00 fine
Debra Robertson	280977226A	Narcotics restriction lifted
Misty Joann Manley	28159949A	LOR \$250.00 fine
Deidre Burger Foster	28073254A, 71000210A	Continued
Dana Mathews	28099507A	Continued
Darren Goetz	28142740A	Indefinite Probation
Carol Ann Peno	27034938A	Indefinite Probation 20 CEUs
Theresa Straw	28124873A	Indefinite Probation
Tina Norvell	28161389A	Indefinite Suspension \$250.00 fine LOR
Kathleen Herod	27021450A	\$250.00 fine
Amber Saettel	27052922A	\$250.00 fine

June 18, 2009 Board Meeting

NAME	License #	Board Action Taken
Della Ruth Hensley	27031242A	Continued on Indefinite Probation 24 CEUs
Laura Lee Harrold	27037424A	Indefinite Probation; 24 CEUs
Roshiellia Smith	27051707A	Probation withdrawn
Tonya Ane Moore	28153827A	Probation withdrawn
Brenda Estes	28154890A	Indefinite Probation
Tammy Northcutt	28110392A	Probation withdrawn
Devota Owens	27034445A	Probation withdrawn
Shannon Lawrence Smms	28138943A	Indefinite Probation after refresher course
Margaret Evans	28150144A	Indefinite Probation; 24 CEUs 20 CEUs \$750.00 fine
David Loeffler	27059378A	Indefinite Probation \$500.00 fine
Patricia Mathews	28115716A	Continued
Stephanie Hardwick	27046914A	\$250.00 fine
Paul Smith	27046898A	Continued
Clara Gill	28142143A	\$250.00 fine
Ceceilia Turner	27060648A	\$250 fine
Mona Lisa Mintze	27026912A	Notice of Proposed Default
Melissa Phillips	27056187A	\$250.00 fine
Lisa Knight	28154910A	\$250.00 fine
Angela Kay Summerlot	28132757A	Indefinite Suspension
Kathy Day	28184059A	Summary Suspension
Laura Wright	27016900A	\$250.00 fine
Lindsay Rutherford	28181597A	Continue on Indefinite Probation
Charlotte Strickland	28121811A	Rescheduled to July meeting
Tonja Cottingham	27041013A	Rescheduled to July meeting
Felicia Pauley	27052747A	Rescheduled to July meeting
Leah Curtis	28169336A	Canceled
Deirdre Foster	28073254A, 7100210A	ext. summary suspension
Nanette Eichenberger	27039667A	Notice of Proposed Default
Ari Carl Davis	27047719A	Indefinite Probation;\$500.00 fine
Gloria Marlowe	27047787A	Indefinite Suspension;20 CEUs
Beth Tom	28138530A	Continued
Jason Keller	27060611A	Indefinite Suspension
Terrell Ellis	27060050A	Notice of Proposed Default
Kimberly Smallwood	27038942A	Emergency Suspension
Dana Mathews	28099507A	Indefinite Suspension; \$750.00 fine
Janet Chavez	27051684A	Indefinite Probation after 24 CEUs
Barbara Wade	28119835A	Probation withdrawn
Connie House	28080979A	Indefinite Probation
Jami Arnold	27045158A	\$250 fine
Norma Louise Lemon	27045770A	Notice of Proposed Default
Deborah Lynn Faver	27042237A	\$750 fine
Marsha Ann Selke	28090573A	Probation withdrawn

July 16, 2009 Board Meeting

NAME	License #	Board Action Taken
Lee Ann Lounsberry	27057204A	\$250 fine
Sarah Pickrell	27055888A	Notice of Proposed Default
Kathy Sue Stinson	27042907A	Indefinite Suspension;\$1000 fine 60 CEUs
Dwight Taylor	27035259A	LOR \$250 fine 36 CEUs
Timothy Hammel	27043696A	Notice of Proposed Default
Dixie Ann Haag	28084663A	\$250 fine
Scott Edward Lucas	27054386A	Indefinite Probation
Shonda Sheree Jones	27046024A	Indefinite Suspension; \$750 fine
Sarah Dennis	28179747A	Dismissed
Tiffany Collins	28137377A	Probation withdrawn
Tonja Cottingham	27041013A	Dismissed
Cynthia Doty	28130589A	continued
Latisha Jarecki	27054544A	continued
Marticia Ellis	28057897A	Indefinite Suspension; 24 CEUs

continued on page 14

Quality Time

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Disciplinary Actions

Indefinite Suspension—Indefinitely prohibited from practicing for a specified minimum period of time.

Indefinite Probation—License is placed on probation for a specified minimum period of time with terms and conditions.

Renewal Denied—The nurse's license will not be renewed, therefore, she/he does not have a license to practice in Indiana.

Summary Suspension—Immediate threat to the public health and safety should they be allowed to continue to practice. Issued for a period of ninety (90) days but can be renewed with Board approval.

Letter of Reprimand—Letter issued by the Board to the nurse indicating that what she/he did was wrong.

Revoked—An individual whose license has been revoked may not apply for a new license until seven (7) years after the date of revocation.

CEUs—Continuing Education Credits

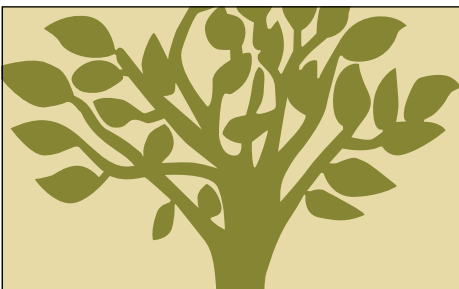
Fine—Disciplinary fee imposed by the Board.

Censure—A verbal reprimand given by the Board.

July 16, 2009 Board Meeting **continued from page 12**

NAME	License #	Board Action Taken
Shannon Plankenhorn	28132129A, 27020281A	continued
Paul Seymour	28134537A	Indefinite Probation
Steven Ward	28129192A	Tabled
Angela Renee Rodman	27051476A	Indefinite Probation
Rebecca Lynn McClure	27013961A	Tabled
Stephanie Pemberton	27036693A	Indefinite Probation for at least 3 months 24 CEUs
Jill Gernon	28157033A	Indefinite Probation;\$250 fine 24 CEUs
Patricia Pride	27025098A	Notice of Proposed Default
Brandi Callahan	27048729A	Notice of Proposed Default
Lucinda Evans	27034762A	Indefinite Probation; 24 CEUs \$500 fine
Travis Louise Lauria	27048653A	Emergency Suspension
Tonya Jean Wicker	27055984A	\$250 fine
Kelley Susan Elsner	28089646A	LOR \$1500 fine
Angela Dawn White	28154716A	LOR \$250 fine 36 CEUs
Beth Tom	28138530A	Indefinite Probation for at least 3 months
Dawn Michelle Martin	27050192A	Dismissed
Shannon Bewley	28151592A	Indefinite Probation

Aimee Carter	28138104A	Continued on Indefinite Probation
Melissa Winn	27033258A	Notice of Proposed Default
Sarah Sayers	28163622A	continued
Cynthia Powell	27046085A	Indefinite Suspension;\$500 fine
Delores Williams	27015123A	Indefinite Suspension
Angela Darnetta Hayes	27023633A	Emergency Suspension
Mary Zielinski	28181567A	Emergency Suspension
Cynthia Akers	28086195A	Emergency Suspension
Daniel Dauscher	27041632A	Emergency Suspension
Tara Lee Ryan	27046599A, 28161823A	continued
Timothy Fendrick	27035512A	Emergency Suspension
Wesley Knight	28175486A	Probation withdrawn
Deirdre Foster	28073254A, 71000210A	continued
Mary Ann Edwards	28142623A	Emergency Suspension
Charlotte Strickland	28121811A	Dismissed the complaint
Felicia Pauley	27052747A	Dismissed the complaint



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PROFESSIONAL RESPONSIBILITY OUTSIDE THE JOB DESCRIPTION

A photograph of two nurses in white lab coats standing in a hospital hallway. The nurse on the right is smiling and looking at a clipboard held by the nurse on the left. They are both wearing white lab coats over blue collared shirts. The nurse on the right has short brown hair and glasses. The nurse on the left has short blonde hair. The background shows a typical hospital hallway with doors and a tiled floor.

There is a professional responsibility that comes with being a nurse. That responsibility doesn't end when we walk out of our work environment. As soon as someone learns we are nurses, we are representing not just ourselves but also our profession. The message, and hopefully the 'call to action' that I would like to share is to inspire all nurses to recognize the responsibility we have to our community and our profession outside the roles of our official job description.

IMPROVING THE HEALTH IN OUR COMMUNITIES. As professional nurses we have the opportunity and the obligation to be an active part of improving the health in our communities. I have found, through the years, that my interests have changed... and so have the community service opportunities that I have chosen. When our daughter was young, my involvement included Girl Scouts, the Parent-Teacher Organization and school board membership. When our daughter was older, those changed to participation in a parish nurse program, community health education and several community board memberships. All of these opportunities, whether directly connected with healthcare or not, presented the opportunity to teach healthcare concepts and be a representative of the nursing profession.


In celebration of Nurse's Week at Howard Regional Health System this year, our team designated one day as "Community Day." On this day, several nurses went out into the community to serve at the schools, women's shelter, rescue mission and our local county home. It was a great way to show the community that celebrating nursing is also about giving back to the community.

PROFESSIONAL RESPONSIBILITY IS SHARING KNOWLEDGE. All it takes to get started is answering the question, "What do I wish I had known that I didn't?" The answer will identify the knowledge you have to share with your professional colleagues!

Start small. Present in your unit or with the professional development department of your organization. Once you're comfortable with presenting at that level, look for outside opportunities. Local, regional, state and national conference coordinators are always looking for people who are currently in practice and know the challenges nurses face today. Get 'on line' and complete the presentation submission information for your national conference. You may soon find yourself with the opportunity to share your knowledge... and learn from others in turn.

If public speaking makes you ill, then write it down! Sharing your knowledge through the written word allows you to touch even more professionals, even more lives and even more patients. Professional responsibility includes presenting and publishing!

PROFESSIONAL RESPONSIBILITY INCLUDES MENTORING. You will find mentoring opportunities within your organization. Often we are approached by our nursing colleagues regarding a patient care problem or a work place issue. When you have the opportunity, encourage and explain why one choice for treatment is superior over another. Be an example of how to resolve conflict to gain the best result for the team and the patient. In other words, take time to teach and to be an example.



There is a *professional responsibility* that comes with being a nurse. That responsibility doesn't end when we walk out of our work environment. As soon as someone learns we are nurses, we are *representing* not just ourselves but also *our profession*.

Mentoring can also occur with a neighbor, a friend, a classmate or someone with whom you attend church. Mentoring includes presenting yourself and your profession in a positive image.

One year ago I accepted the position of Chief Nursing Officer/Vice President of Patient Care Services at Howard Regional Health System. Over the last year I have developed a top ten list of things I've learned in this, my first CNO role. In the spirit of mentoring, reflection and some humor, I would like to share that list:

10. There's never a day without an appointment.
9. How much easier it is to not put up boundaries between departments when the departments are all yours; but how frustrating it is to get others to take those barriers down..
8. Ultimate responsibility is fun and fearful.

7. Restraints may not be for patients, but for the CNO. You can no longer be the radical director with free flowing thoughts springing out of your mouth!
6. Everyone thinks it's up to you to fix it.
5. Ask yourself, "Is what I'm going to say an improvement on silence?" before you say it.
4. Sometimes you must decide between being liked or respected. Choose respected.
3. I've realized how much autonomy I was given as a director, and how difficult it is to give that autonomy to my directors and managers.
2. It's no longer about being the rising star, it's about letting the stars rise.
1. You do still have a boss!

Make it your challenge to take professional responsibility outside the walls of your job description by becoming active in: community service, sharing knowledge and mentoring. Assess your current status, plan to become involved, begin the intervention and evaluate your progress. That should sound a lot like the nursing process because, it's all about nursing!

Pamela Hunt is the Chief Nursing Officer/Vice President of Patient Care Services at Howard Regional Health System in Kokomo, Indiana. She is a graduate of Parkview-Methodist School of Nursing in Fort Wayne, Indiana. Pam earned her BS from Indiana Wesleyan University, and a Masters Degree in Nursing Administration from Indiana University. She has lectured nationally and internationally regarding the challenges of nursing leadership. She has authored articles regarding health care leadership in publications such as Nursing Management, Dimensions of Critical Care Nursing ORNursing2008 and AORN Journal. She is also the author of the finance section of a book entitled "5 Keys to Successful Nursing Management" published by Lippincott, Williams and Wilkins. She authored the learning module for Sigma Theta Tau entitled "The Nurse Manager and Business Plan Development with Cost-Benefit Analysis."



Indiana State Board of Nursing Professional Staff

Staff at the Indiana Professional Licensing Agency is responsible for carrying out the Indiana State Board of Nursing's day to day activities, including the fielding of questions regarding nursing regulation in the state, collecting fees, reviewing application materials and issuing licenses, scheduling monthly Board meeting agendas, and tracking disciplinary cases involving licensees.

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Saturday, Apr 24 – Fun Day At Sea
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